

Summary of H. R. 11150

SOURCE: Developed in Subcommittee. The principal measures upon which the Subcommittee based its draft bill were H.R. 7199 by Mr. Wilson and H.R. 7969 by Mr. Galifianakis, which in turn were based on Senator Ervin's bill, S. 1438.

PURPOSE: To protect the privacy of Federal employees.

EXPLANATION: The bill would prohibit requiring an employee or an applicant to disclose his or his relatives' race, religion or national origin; to attend or participate in any activity unless in connection with the performance of his official duties; to undergo any interrogation, examination, or polygraph test disclosing personal family relationships, religious beliefs or practices, or sexual attitudes or conduct; to buy bonds or make donations to any charity drive; or to disclose his or any of his family members' financial data except in cases of possible conflict of interest or the determination of tax liability.

It establishes a regular grievance procedure and an independent Board on Employee Rights to hear grievances.

The bill provides the right to go to court after exhausting administrative remedies.

It would provide payment of attorney's fees if the complaint of an aggrieved employee is upheld.

The measure would exempt CIA, NSA, FBI and other agencies dealing with national security recommended by the President. Appropriate committees of the House or Senate could veto these recommendations within 30 days of submission.

COST: Cost is difficult to determine since this would be a new function. Estimates have been requested but not yet received.

SUMMARY OF H.R. 11255

Source: H.R. 11255 is a clean bill cosponsored by a majority of the Members of the Retirement Subcommittee, incorporating provisions of H.R. 1266 (Mr. Daniels), H.R. 1351 (Mr. Hogan), and H.R. 9303 (Mr. Dulski).

Purpose: To facilitate the opportunities for the voluntary retirement of Federal employees, and to include overtime and premium pay for retirement purposes.

Explanation: Present law provides for voluntary retirement at age 60 with 20 years' service or at age 55 with 30 years' service; and for involuntary retirement after 25 years' service, regardless of age, or after age 50 with 20 years' service, with annuity being reduced by 2% for each year under age 55.

The bill would permit voluntary retirement at such time as an employee's or Member's attained age plus length of service aggregates at least 80 years. It would also permit an employee who has completed 25 years' service or who is at least age 50 and has completed at least 20 years' service, but who is not eligible to retire under the regular optional provisions, to retire voluntarily during a limited period while his agency is undergoing a major reduction-in-force.

The bill proposes to lower the reduction in annuity which begins prior to age 55 from the present equivalent of 2% to 1% for each year the employee is under age 55 upon either involuntary or voluntary retirement.

It further provides for the inclusion of overtime and premium pay as "base pay" for deduction and average salary computation purposes.

Employee, Member, and agency contributions would be increased by 1/2%, respectively, to cover the normal cost of these benefit liberalizations.

Cost: It is estimated that this legislation would increase the "normal cost" of the system by approximately 1% of payroll, and the unfunded liability by approximately \$8.8 billion. Amortization of such deficiency would require 30 annual payments of \$545 million. Based upon present payroll, the increased 1/2% matching Government contribution for base pay and overtime pay will entail additional annual costs of \$231 million.

Administration Views: The Administration opposes all of the provisions of the bill except that which allows optional retirement during a major reduction-in-force.